

Surviving Basic Training: Avoiding Costly Training Injuries



John Gardner, ESH SD&T



The Godfather

General Duty Clause

Each employer shall furnish to...
employees employment and a place of
employment which are free from recognized
hazards that are causing or are likely to
cause death or serious harm...

(Section 5a)

Employees Duties

Each employee shall comply with occupational and health standards and all rules and regulations and orders pursuant to the act which are applicable to his/her own actions or conduct.

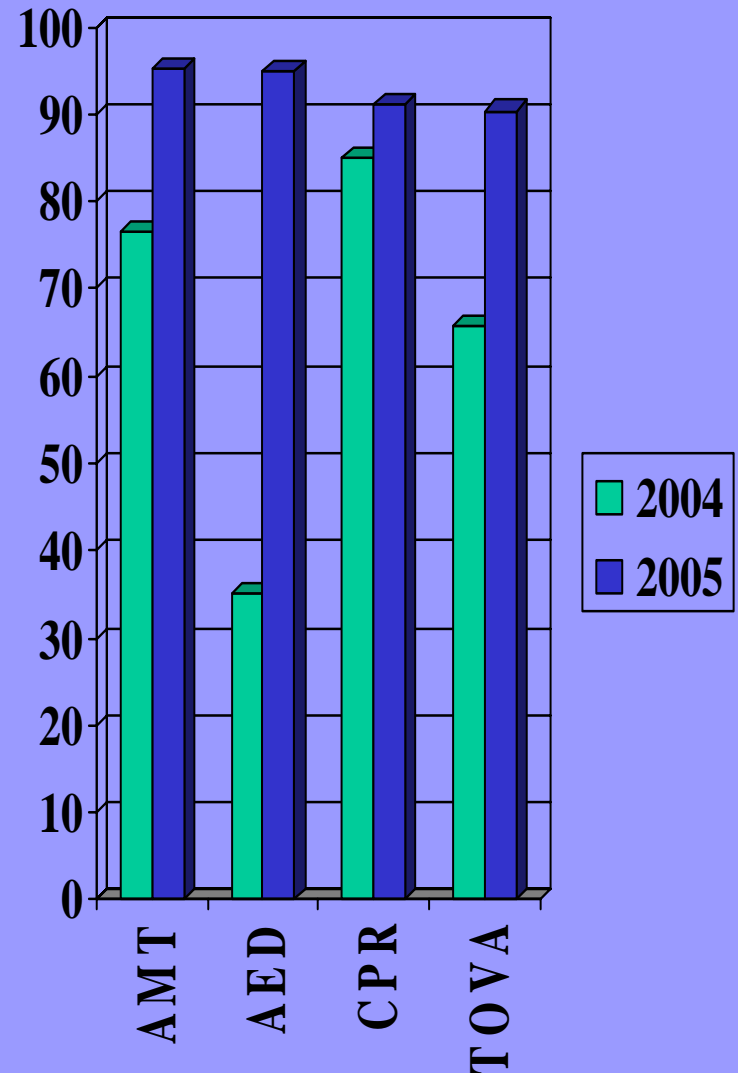
(Section 5b)

Compliance and Correction

- Engineer out hazards
- Administratively control
- Use personal protective equipment (PPE) and training provided

Training Environment

- New Employee Orientation
- Direct Service Associate
(Supervised, clinical patient care.)
- Annual Mandatory (1011)
- Urgent Medical Care
(AED, CPR, First Aid)
- Behavior Interaction Management
Training (TOVA) (2003)
- Standards and Surveys of JCAHO
(January 2003) & CMS Audits

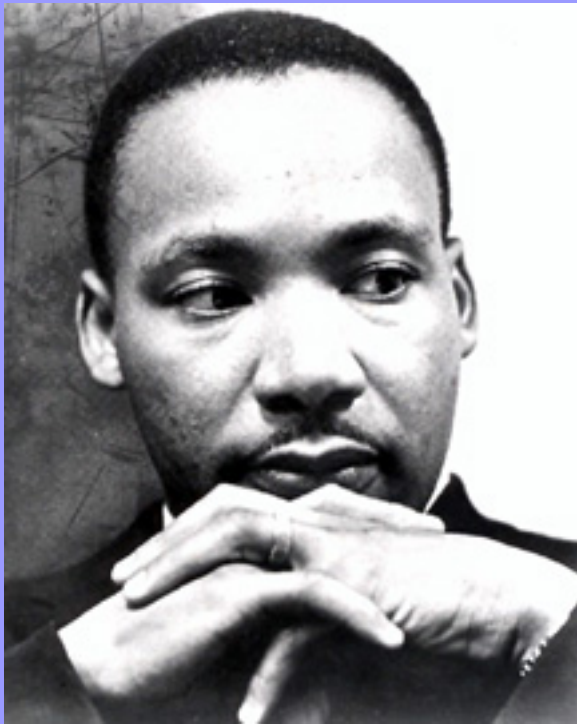


Therapeutic Options of Virginia (TOVA)

- Behavior Interaction Management
- Revised ESH Policy & Control
- Certified Instructors (Team)
- Instructional Systems & Aids
- Time/Materials: Schedules/Mats
- Pre-assess students' physical abilities, limits, & disabilities
- Accommodations/Waivers
- Practice. Practice at 20% speed.
- Horseplay: 0% tolerance



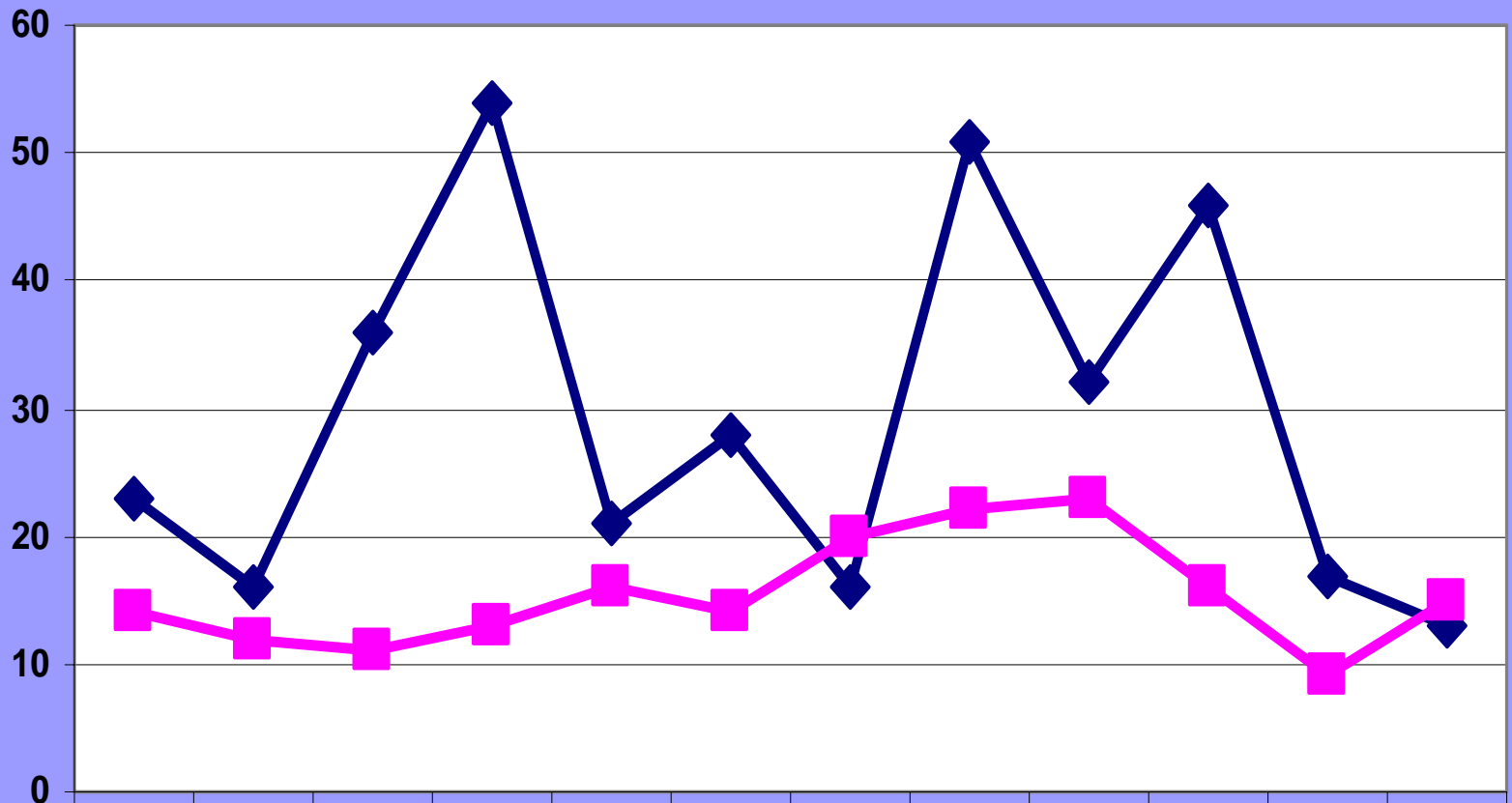
TOVA: Building “Helping” Relationships



**“Violence is the
language of the
unheard”**

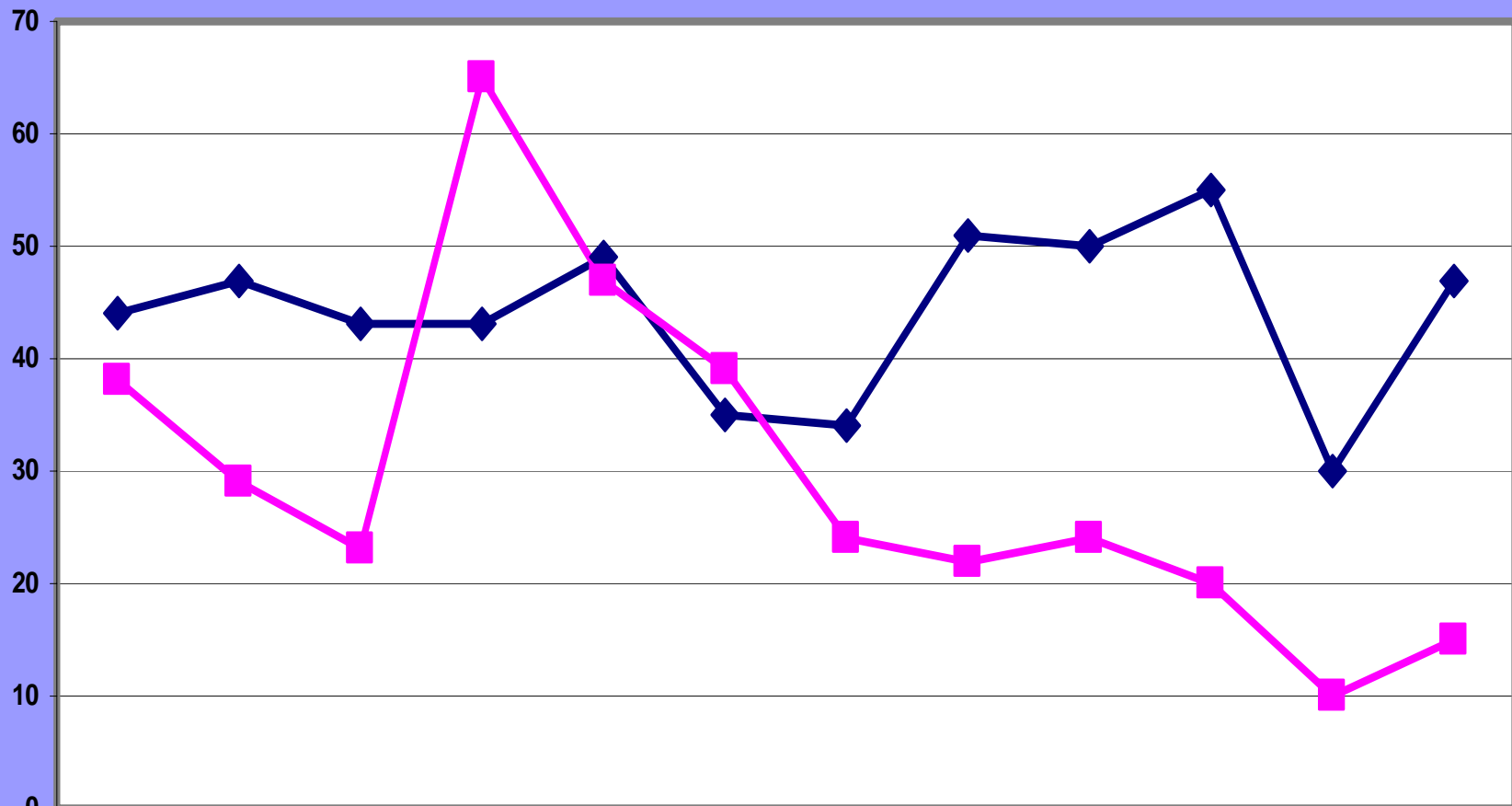
-- Martin Luther King, Jr.

EASTERN STATE HOSPITAL SECLUSION EVENTS COMPARISON CALENDAR YEARS 2003-2004



◆ Events 2003	23	16	36	54	21	28	16	51	32	46	17	13
■ Events 2004	14	12	11	13	16	14	20	22	23	16	9	15

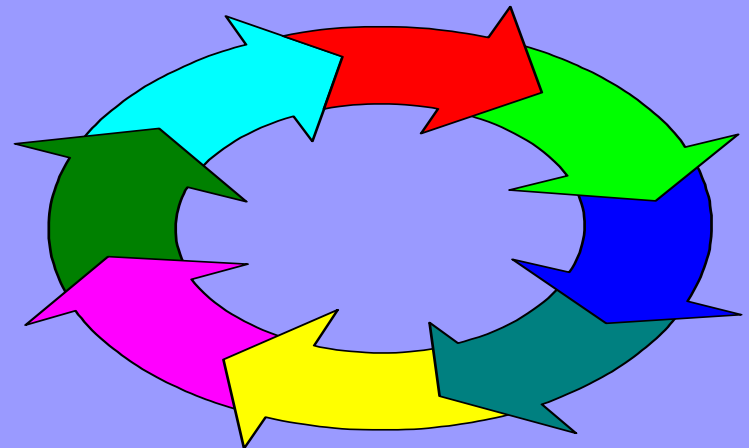
EASTERN STATE HOSPITAL RESTRAINT EVENTS COMPARISON CALENDAR YEARS 2003-2004



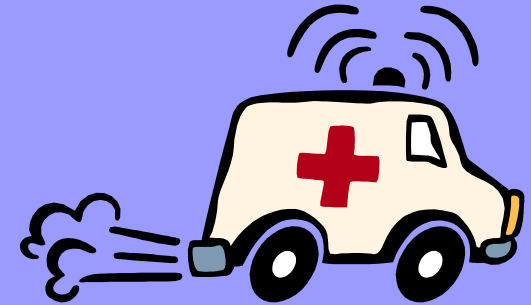
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Events 2003	44	47	43	43	49	35	34	51	50	55	30	47
Events 2004	38	29	23	65	47	39	24	22	24	20	10	15

Workers' Comprehensive & Patient Safety: Safe Patient Handling, Lifting, Moving

- Design of safe procedures:
 - Starts with identification, research, and good planning
 - Ends with successful implementation.
- Operational results identify risk issues and training needs.
- Focus: Process and Systems.
- Analyze, adapt, redesign, and complete the training cycle.



Objective: Avoid Injuries



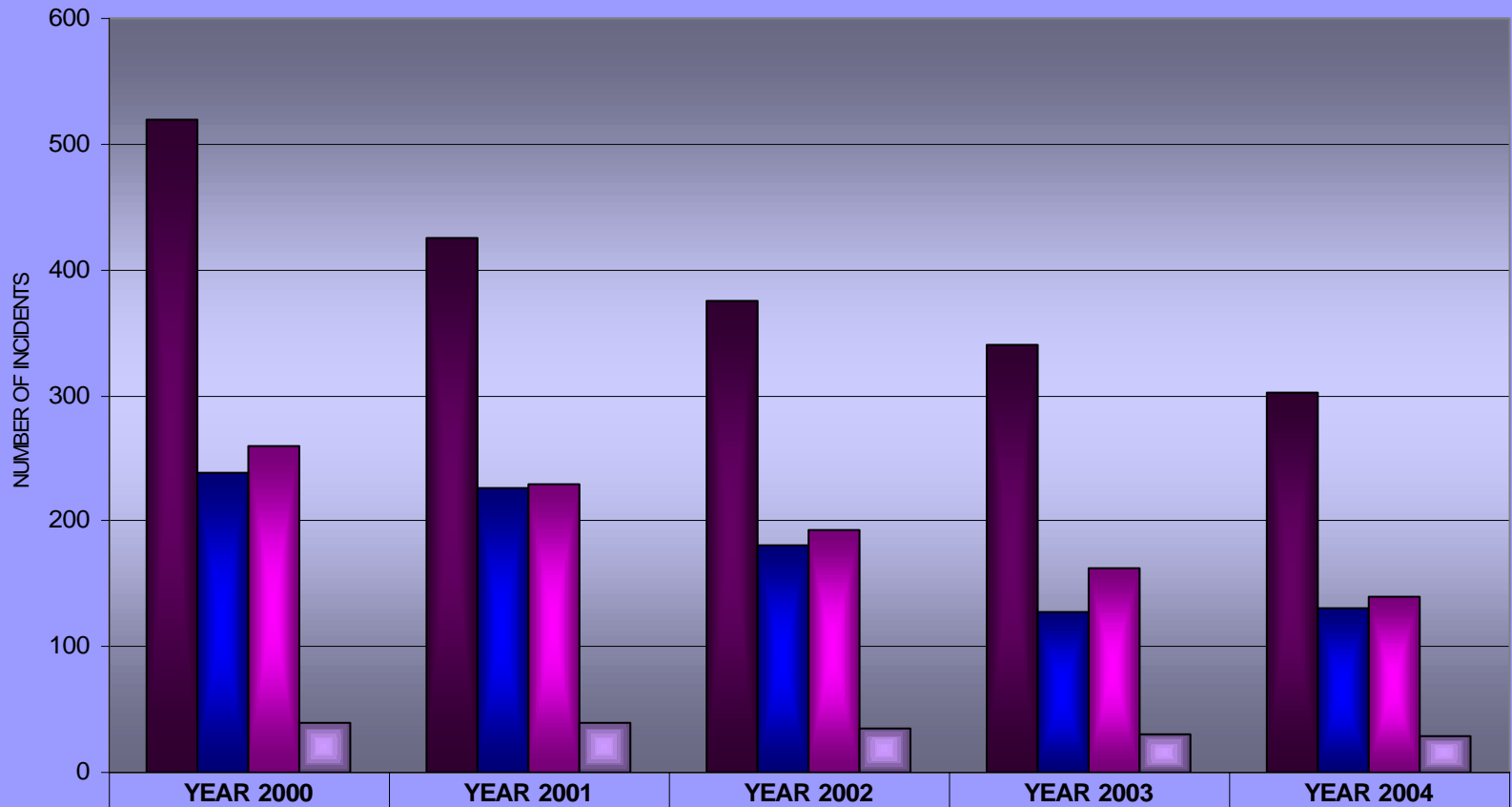
Safety of Employees

- Time lost from work beyond the day of injury

Safety of Patients

- Injury to a patient may result in an allegation of abuse and/or neglect

5 YEAR GLIMPSE AT WORKERS' COMPENSATION



TOTAL INCIDENTS	520	426	375	341	303
OSHA INCIDENTS	239	226	181	128	130
COMBATIVE PT. INJURIES	260	229	193	163	139
LIFTING INJURIES	39	39	35	30	29

Compliance and Correction

- Engineering out hazards:
 - Redesigned TOVA program.
 - Studied/revitalized employee training in lifting.
- Administratively controlling processes:
 - Revised plans, policies, and procedures.
 - Training controlled by conscientious instructors.
- Emphasizing employees' use of PPE & training.
 - Insist on safety in training & operational setting.
 - Support & participate in improvement projects to complete the training cycle.

RESULTS

- **No injuries during SD&T training in 2004.**
- **Continue to emphasize compliance and safety in training and patient care.**
- **Promote and participate in improvement projects to help further reduce number and extent injuries for 2005 and beyond:**
 - **Workers' Compensation Committee**
 - **Patient-to-Staff Aggression, Performance Improvement Project**

Surviving Basic Training: Avoiding Costly Training Injuries



John Gardner, ESH SD&T

Virginia State Police Revamping Physical Training



Goals of Presentation

- 1) Intro to VSP Program**
- 2) Problem v. Solutions**
- 3) Revamping Program**

P.T. Program

- Designed to develop optimum physical condition of employee.
- Periodic evaluation of progress.
- 130 hours of training time is dedicated to this program.



P.T. Program

Purpose of Training

1. Promote good physical condition of new law enforcement employee.
2. Promote as great stress release.
3. To instill discipline and team work.

P.T. Program

Prior to 2001

- ✓ Warm up with various callisthenic exercises. (10 – 15 minutes prior to and time varied for cool down.)
- ✓ Run time increased gradually and was conducted routinely five days a week.
- ✓ Run was kept in formation with no breakout time.

Problem v. Solution



- High number of worker's comp. claims being filed.
- Type of injuries – shin splints, hip bursitis, stress fractures, ankle sprain, and arch pain.
- Constant complaints by new employees of P.T. Program.

Problem v. Solution

- Running injuries are unfortunate but all too common.
- Understanding what precipitates these injuries is key to treatment.
- Comprehension of causes leads to development of strategies.

Problem v. Solution

Research Conducted

- ✓ **Overall health of Virginian's at risk.**
- ✓ **56.4% Virginian's overweight**
- ✓ **24.5% Virginian's currently smoke**
- ✓ **23.0% Virginian's engage in no physical activity.**

Kaiser Family Report 2001.

Problem v. Solution

Realization:

- 1. Employees not just from Virginia but from other states who share in this health problem.**
- 2. Employees are microcosm of general population.**
- 3. Due to overwhelming trend towards sedentary lifestyles we recognized changes needed to be made to our P.T. Program.**
- 4. The changes should promote the program's original goals while reducing potential hazards to employees.**
- 5. Consultation with experts needed.**

Problem v. Solution

Consultation with Orthopedists and other training facilities yielded focus on the following areas:

- 1. Proper stretching of muscles.**
- 2. The need for cross-training**
- 3. The need for proper training gear.**

Revamping the Program

Stretching

- Done daily in a systematic fashion.
- Focus on dynamic (active) and static (passive) exercises
- Emphasis is placed on proper form and daily routine.
- 15 minutes pre and post training.



Revamping the Program



Cross-training

- Conducted on Tuesday & Thursdays.
- Weights and circuit training
- Gives knees/joint/tendons a break and adds strength workout to program.

Revamping the Program

Proper Training Gear

- Old shoes or improper shoes can increase running injuries.
- Running shoes are a must, not cross-trainers.
- Replace shoes between 350-550 miles of running.
- This equates to approx. every six months.



Revamping the Program

- ✓ Shoes owned by the new employees are inspected prior to commencement of P.T. Program.
- ✓ Shoes are again inspected during the training cycle as students are present for approx. 7 months.



Revamping the Program

Miscellaneous Information

- **Runs are conducted in graduated process.**
- **Start at 15 minutes and work towards a max of 45 minutes.**
- **Formation runs still conducted but only for initial 15 minutes. (Except on Fridays)**
- **As run time increases more time is allowed for organized break out sessions for more experienced runners.**

Conclusion

Revamping Success

Fewer complaints concerning program.

More structured environment conducive to training.

Reduction in hazardous conditions and fewer worker's comp filings.

Increase in fitness level of employees.









